God for All

# Church Planting Lead

## RECRUITMENT INFORMATION

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CARLISLE DIOCESE

# Introduction

This is a significant, hope-filled but challenging time for the Church of England in Cumbria. Alongside our ecumenical partners we have a shared vision and strategy, **God for All**.

The vision centres around four key values which frame our priorities:

1. **Follow Daily:** We will help each other to follow Jesus more closely, seeking to grow as his disciples in all aspects of life, both corporately and as individuals
2. **Care Deeply:** We will listen to our local communities and respond in loving service, seeking to transform injustice, challenge oppression and pursue peace & reconciliation.
3. **Speak Boldly:** We will share our faith in Jesus Christ in everyday ways, seeking to connect with everyone, especially those currently unrepresented in our churches. We'll do this in both time-honoured & pioneering ways.
4. **Tread Gently:** We will strive to safeguard the integrity of God's creation, seeking to sustain and renew the life of the earth.

These are the building blocks that help us define our core purpose as Church and our main tasks.

Carlisle Diocese has **been awarded funding** from the Church of England's **Strategic Mission and Ministry Investment Board** for *The Cumbrian Way*, a 5-year programme of work to set the Diocese on course for embedding lasting missional impact and cultural change to enable local churches to flourish across Cumbria.

The programme is in its second year, with **funding awarded in March 2025**. The initial programme of work (**phase 1)** is designed to be over a five-year period. It is based on two key objectives:

1. **Growing in Mission**: which includes establishing a church planting movement and revitalising a creative missional culture across the diocese.
2. **Growing Younger**: to resource a transitional pathway for young people from birth to 25 years old, supporting their spiritual flourishing and discipleship journey to thrive.

# The Cumbrian Way

*The Cumbrian Way* aims to catalyse significant change in the culture and missional impact of our churches across the diocese and county. We are now looking to recruit a ***Church Planting Lead*** to join us in that work.

As a **new role** to the diocese, the Church Planting Lead will build upon our initial work (developed with the help of an external church planting consultant **to design local plans** and **supporting initial implementation)** to launch the first cohort of church plants and revitalisations, develop local leadership and capacity to plant, raise the profile of church planting across the Diocese and continue to build wider networks of support.

Through ongong involvement with Faith in the North, CCX and active engagement with the first Camino cohort at St Hild's in Autumn 2025, the Diocese of Carlisle is keen to explore how we strengthen and deepen our partnership with church planting partners (building on initial discussions with Myriad, Antioch network and New Wine), in order to contribute to the national vision of planting 10,000 new worshipping communities and discover how to effectively plant new communities in an authentically *Cumbrian way*.

The Church Planting Lead will take responsbility for continuing to discern and develop our approach during this first phase of planting, supporting us to learn from best practice and honour our commitment to the mixed ecology and local contexts.

We are seeking an experienced leader and planter with an enthuisatic faith in Jesus Christ, who is theologically rooted, missionally proven and committed to welcoming and valung all traditions within the Church of England as each of us in our different roles seek to enable the whole church to thrive in this diocese as we make known God for All.

# A message from Bishop Rob

Thank you for your interest in the role of Church Planting Lead for the Diocese of Carlisle.

Alongside our commitment to encouraging and enabling pioneering communities, we are beginning a number of new church plants in Barrow and Carlisle and in rural communities near Keswick.

We are praying that as these churches take root and grow, helping new people find faith and new life in Jesus Christ, that this will become a movement which both resources other churches and also plants new worshipping communities in some of our most marginalised places.

We love this place where God has called us. Through ancient parish churches and new worshipping communities, we want to help people come to know Jesus, to follow Jesus more closely and to seek the hope and joy of the kingdom of God in our county.

This role is essential to helping us do this. Could you be the one God is calling to join us?

Please prayerfully consider this, and we very much look forward to meeting you and working alongside you as partners in the gospel.

Every blessing,

+ Rob

Bishop of Carlisle

# Church Planting in the Diocese of Carlisle

Building upon the vision and work of God for All, the Diocese's Church Planting and Pioneering strategy was refreshed in 2024 to underpin the development of a programme of 'Church Planting and Pioneering' which will enable our commitment to plant 100 New Worshiping Communities as part of the national Church of England's 2030 Vision to plant 10,000 New Worshipping Communities across England and Wales.

Working with local partners, *The Cumbrian Way* is designed to extend the networks and activities we already offer through our existing mission ecosystem, enrich missional imagination and engage the whole church in growth. This is in line with our 2030 Church Planting and Pioneering vision of *'[A] missional ecosystem rooted in inherited, church planting and pioneering ministry enabling a thriving mixed ecology to be an integral part of our culture and practice across the diocese.'*

By 2030, we intend church planting to be established across the diocese, planting new church communities and revitalising others, establishing both new congregations and smaller 'apostolic communities' (sent out from and in relationship with a 'sending' church), offering training that is open to all churches and working to develop key churches as resource bases for church-planting and missional growth across the wider Diocese.

From a first phase (developing planting capacity in Carlisle City, Barrow Deanery and Derwent Deanery) intended to develop church planting experience, models and momentum to reach estates, rural and urban communities from 2025 (with a second phase to follow) we expect the impact of *The Cumbrian Way* will be to start at least 89 new worshipping communities, including 5 church plants/ revitalisations, and 4 new congregations.

# About the role

Reporting to the Director of Mission, Ministry Support and Innovation, the full time post of ***Church Planting Lead*** is a new and exciting position in the MMSI team. The post which will play a key leadership role in delivering our vision to establish 100 new worshipping communities across the Diocese by 2030. Specifically, providing strategic and operational leadership to our churches, lay and clergy leaders to develop the first generation of church plants and revitalisations, the ***Church Planting Lead*** will work with local, diocesean and ecumenical partners to develop pipelines, new resources, confidence and planning towards a second phase of expanded and repeat planting in later years.

With responsibility for the implementation of our church planting strategic aims, the ***Church Planting Lead*** will play a critical role in supporting the development of strategy and learning, designing resources and supporting local delivery, and will be able to draw on a rich mix of lived experience, learning and wider networks drawn from personal experience of planting and local church growth.

This post is externally funded through the Church of England's Strategic Mission and Ministry Investment fund. For more backgroud or an informal conversation, please contact **Rachel Head, Director of Mission, Ministry Support and Innovation:** rachel.head@carlislediocese.org.uk

## ROLE DESCRIPTOR

JOB TITLE: **Church Planting Lead** 1.0 FTE

REPORTS JOINTLY TO: The Director of Mission and Ministry Support and Innovation (line manager of this post) and accountable to the Bishop of Carlisle.

DEPARTMENT: Mission and Ministry, Support and Innovation (MMSI)

### OVERVIEW

Our diocesan Church Planting strategy is in its first phase of implementation to develop a culture of, and capacity for, church planting by initiating church planting and revitalisation in three contexts (rural, urban and estates).

Through national funding, this role will provide experienced leadership and oversight for each of our planting initiatives, help to launch and enrich the planting plans, guide and advise archdeacons and local church plant leaders in their work and oversee the progress of each plant.

The Church Planting Lead will also, provide professional coaching and mentoring for each plant and revitalisation to grow in number, discipleship and leadership capacity, and work with Diocesan stakeholders to disseminate learning and inspire others to plant as part of our wider, ecumenical God for All vision.

### PURPOSE OF ROLE

To lead the implementation and development of the Diocese of Carlisle's Church Planting (and Pioneering) vision & strategy, working with the Bishop of Carlisle, Director of MMSI, Archdeacons and local church plant leaders to –

i. **Deliver** the first phase of our planting strategy by providing leadership and operational oversight combined with local advice, support, coaching and equipping of local leaders to successfully plant and revitalise in our three initial areas (Carlisle, the Derwent Valley and Barrow in Furness.)
ii. **Project manage** the delivery of each local church plant, to maintain progress toward its agreed goals and outcomes, working in partnership with the Project Management Office and capturing learning.
iii. **Lead, design and support the development** of a second phase of wider engagement in and capacity to plant across the Diocese, working with Mission Community leads to develop plans, leadership and congregational capacity.
iv. **Lead the diocese** in networking and collaborating with **national and ecumenical planting partners** to develop and share learning and best practice to position Carlisle Diocese to draw on the best of emerging resources and opportunities.

**MAIN DUTIES AND RESPONSBILITIES**

**1) Lead and enable the effective launch & delivery of the first phase of Church Planting in each location**

- Influence the implementation of this work to ensure alignment with the God for All Church Planting and Pioneering strategy.
- Provide expert knowledge and guidance to local leaders, PCC's and Deanery Synods by working collaboratively with them to enable the local implementation of the developed plans for the new urban church plants in Carlisle, Barrow in Furness and the rural church plant St Aidan's in Derwent deanery.
- Lead and provide coaching, support and training to local leaders and planting teams in support of their developing practice and ministry.
- Assess, coordinate and deliver needs led interventions which will support the continuous ministerial formation of each pioneering church planter.
- Lead and collaborate in the promotion of the sharing of practice and knowledge through the provision of a range of individual and group networking and learning activities.

**2) Monitor and enable the local delivery of each church plant or revitalisation, including the reporting and evaluation on behalf of the Diocese.**

- Lead the project management of each of our planting initiatives in line with *The Cumbrian Way* church planting plans.
- Identify and work to resolve any risks or issues in relation to the first and future phases of church planting, escalating to the Director of MMSI and Bishop of Carlisle, when required.
- Work collaboratively with the Diocesan programme management office to establish and embed a rigorous monitoring and evaluation structure and process which enables a healthy and effective approach to reporting which benefits both churches, the Diocese and SMMIB through shared and applied learning.
- Contribute to effective governance arrangements by providing timely, accurate and appropriately detailed information via reports or presentations.

**3) Collaboratively lead the development of the vision and capacity for Church Planting in all our Mission Communities, as appropriate**

- Work with the Director of MMSI and the Director of Missional Revitalisation to enable the implementation of the Church Planting and Pioneering strategy and the 2030 vision to support every Mission Community to develop New Worshipping Communities.
- Collaborate with the Director of Missional Revitalisation to support faithful improvisation and promote a mixed ecology in every mission community based on local planning and prioritisation.

- Work with the DDOV, Ministry Development Lead and Vocations Lead, to advise, support and quality assure the provision of interconnected church planting formation to build a sustainable pipeline of future lay and ordained church planters.
- Regularly liaise with the Director of MMSI and Strategic Development Officers (Archdeacons) to identify churches and mission communities where there is potential missional energy for planting.
- Work towards enabling the diocese to be ready for Phase 2 by leading the design of diocesan wide resources to support churches from every tradition to develop the vision, culture and skills to engage in church planting more widely in future years.
- In readiness for phase 2, lead and provide expertise to local churches across the diocese to develop project plans for all types of plants, revitalisations and new worshipping communities, developing and maintaining appropriate processes for approving plans and launching new projects.
- For those early adopters with an approved plan and project, work alongside them in their context to support their developing planting craft.

**3ii). Lead wider engagement with stakeholders in the diocese to promote understanding, confidence in and engagement with the Diocese of Carlisle's Church Planting (and Pioneering) vision, strategy and ministry.**

- Working closely with the Director of MMSI and Archdeacons, lead the continued development and implementation of Church Planting within the wider God for All strategy, and play a key role in the development of a Diocesan culture of growing and planting.
- Lead the analysis of the learning from phase 1 church planting to enable the diocese to identify, review and embed contextualised and evidence-based approaches to church planting across its diverse rural and urban communities.

**4). Actively engage with national (Church of England) and ecumenical partners to represent the Diocese of Carlisle planting programme, contributing to (and drawing from) shared learning, best practice and emerging resources**

- Lead on networking with national church colleagues, ecumenical bodies and future church planting partners.
- Actively engage with key partners such as New Wine, CCX (The Gregory Centre for Church Multiplication), Faith in the North, St Hild's Planting Programme and Emmanuel Theological College, supporting local clergy and lay leaders to engage in training, collaboration, learning and reflective practice opportunities.
- Sharing, contributing to and disseminating relevant learning, best practice and research.

**Other**

- To undertake other duties that, from time to time, may be required (including reporting to Bishops Council, supporting vocations and IME, parish visits and preaching).

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| **NUMBER OF DIRECT REPORTS** - None | NETWORK (Key people with whom the role liaises and for what purpose)<br><br>INTERNAL: Director of Ministry and Mission, Support and Innovation, Director of Missional Revitalisation and Growing Younger Enablers for Youth and Children and Families, DDOV, Ministry Development Lead and Vocations Lead.<br><br>Work with God for All Team and relevant Diocesan colleagues including Archdeacons and Strategic Development Officers.<br><br>Phase 1 Church Planting Leaders and their teams in Carlisle, Barrow in Furness and Derwent Deanery.<br><br>Mission Communities and local lay leaders, clergy and congregations.<br><br>Bishop of Carlisle and Bishop of Penrith.<br><br>EXTERNAL: Colleagues doing similar work nationally and relevant national agencies and networks (including but not limited to) Faith in the North and the work of the Mission Enabler for the North; other partner Dioceses; St Hild's College (Camino) and Emmanuel College. |

## PERSON SPECIFICATION

| ESSENTIAL CRITERIA | DESIRABLE CRITERIA |
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| ***TECHNICAL COMPETENCE*** | |
| **Technical Skills & Qualifications** | |
| • Educated to degree level (or equivalent experience) in relevant subject (theology, missiology, leadership etc.)<br>• Good written and oral communication skills, including English language GCSE at Grade C/4 or above.<br>• Experienced IT user competent in Microsoft Office<br>• Ability to travel around the Diocese with some evening/weekend working expected. | • Evidence of ongoing professional development or qualification in relevant subject (e.g. church planting, coaching, leadership, project management etc.)<br>• Professional qualification in coaching and mentoring. |
| **Knowledge and Experience** | |
| • Significant experience in church leadership and church growth through evangelism.<br>• Significant knowledge of current practice, principles and methods in church planting.<br>• Hold a research-informed strategy to church planting which is rooted in sound theological knowledge and informed vision.<br>• Understanding of the shift needed from a pastoral to an apostolic and adaptive leadership culture.<br>• Significant experience of leading or undertaking effective church planting and leadership multiplication in a variety of contexts.<br>• Experience of innovation and openness to learning from mistakes with a commitment to continued improvement.<br>• Significant experience in undertaking local strategic planning and responding to need.<br>• Proven track record of project management and in managing projects which involve a wide and complex range of stakeholders.<br>• A commitment to enabling all traditions within the church to flourish<br>• Significant experience of project monitoring and evaluation methods.<br>• A mature and experienced disciple maker, able to train and support a variety of leaders.<br>• Significant experience of delivering training and mentoring or coaching | • Experience of leadership (lay or ordained) in the Church of England<br>• Relationships with Church networks throughout the UK<br>• Able to design curriculums and training resources<br>• A confident public speaker with experience of preaching and presenting in a variety of contexts<br>• Able to work across a variety of contexts and communities – rural and urban, lay and ordained (etc.,). |

## BEHAVIOURAL COMPETENCE

**Personal Effectiveness**

- Proven track record of bringing projects to successful conclusion within timescales and with the allocated resources.
- Experience of managing relationships with a range of internal and external parties/bodies
- Personable and emotionally intelligent leader, able to build good and manage relationships with others.
- Reliable and resourceful, with an ability to work independently.
- Able to provide energy and leadership for developing and delivering the church planting strategy within the God for All vision.
- Take responsibility for own work, a self-starter and with the proven ability to work independently.
- A desire to meet or exceed standards, welcoming feedback, and continually seeking to improve, staying focused on goals over an extended period.

**Personal qualities**

- A deep commitment to a personal Christian faith, able to relate generously and positively to those of theological traditions other than their own alongside a passion to see the church grow now and, in the years to come.
- Current active member in the life of a church that is in communion with Churches Together in England, with wholehearted willingness to serve under the authority of the Church of England.
- A good understanding of the Church of England, its structures, functioning and traditions.
- Professional, approachable, trustworthy leader who inspires confidence.
- High levels of personal motivation with the ability to encourage, motivate and inspire others.
- Enthusiastic about evangelism, discipleship and mission.
- Enthusiastic about learning from others and their experiences.

**Methods of working**

- Committed to learning, working alongside, able to reflect on their practice and those of others critically.
- Committed to good safeguarding principles and practice as an integral element to everyday work and programme design.
- Effective and efficient organiser with great initiative.
- Skilled problem solver, able to investigate and breakdown underlying issues and identify potential implications.

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| **People skills**<br><br>• Ability to establish and maintain positive, respectful and mutually beneficial working relationships with key stakeholders which have the ability to support and challenge at their core.<br>• A commitment to team and the benefits of working collaboratively with others.<br>• Demonstrated self-belief and self-awareness, having confidence in one's judgement and resilience in adversity, and managing emotions effectively.<br>• Adaptability, a positive attitude to change and a willingness to learn.<br>• Able to 'lead-up', lead collaboratively and empower, honour and receive the leadership of others |
| **Communication**<br><br>• Effective and persuasive written and oral communication skills, including presentations and report writing, that are intentionally tailored for the audience.<br>• Respectful relationships/valuing all theological perspectives and traditions, able to work with lay and clergy leaders effectively. |

# STAFF BENEFITS

| **Benefits** | |
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| **Salary** | £50,703. Per annum. This is a permanent role. |
| **Pension** | A non-contributory, defined contributions scheme (employer's contribution is 15% of salary)<br><br>An ordained candidate could choose to remain in the Church of England Clergy Pension Scheme. |
| **Car** | Mileage paid at 45ppm |
| **Office provision** | Office space in Church House, Penrith. This role offers hybrid working combining time in Church House with remote work. Exact arrangement can be discussed. |
| **Equipment** | Laptop and Smartphone with remote access to email |
| **Working pattern** | This is a full-time position. Due to the nature of this role, regular travel and a willingness to work some evenings and occasional weekends (for one off events, occasional preaching and visits to churches) is necessary. The MMSI team is based at the Diocesan Office in Penrith, with much of our work with local leaders and parishes happening in local churches. |

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| **Working expenses** | Funded as appropriate |
| **Other benefits** | ▪ 34 days annual leave including public holidays (pro rata)<br>▪ 35 hrs a week flexi-time system in operation<br>▪ Time off in lieu of hours worked at evenings and weekends |

Any offer of employment is subject to:

- Two references (one must be current employer)
- Health Check
- Right to work check
- Enhanced DBS check and Church of England Declaration form (if the DBS or declaration form are not completed the offer of employment will be rescinded)

**NOTE -** This post is subject to an **occupational requirement** that the postholder be **a practicing Christian** under Part 1 of Schedule 9 of the Equality Act 2010.

# **Appendix 1** – Useful information links

https://godforall.org.uk/about/god-for-all/ gives a useful overview of our commitment to working with ecumenical partners, to ensure every person and community across the Diocese of Cumbria has an opportunity to discover Jesus and become followers of Jesus within a Christian Community

https://www.carlislediocese.org.uk/who/bishop-carlisle/ - our Diocesan website, with information on who we are, our Bishop, life and vision

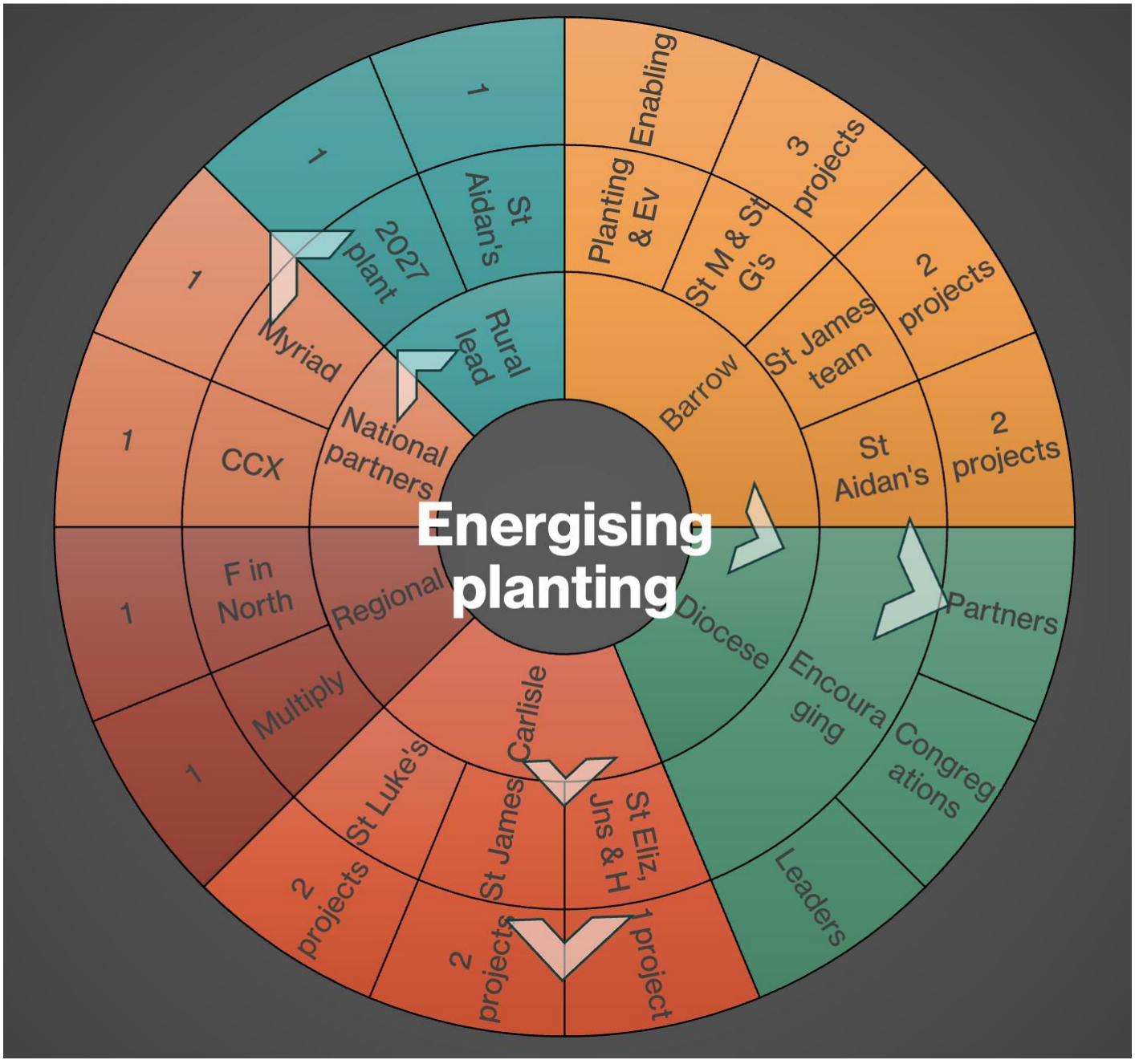
https://www.carlislediocese.org.uk/news/2025/03/10/diocese-carlisle-awarded-68-million-fund-missional-growth/ Diocesan announcement, announcing the launch of our church planting programme and related £6.8m funding.

https://www.churchtimes.co.uk/articles/2025/14-march/news/uk/diocese-of-carlisle-to-create-90-new-christian-communities-across-cumbria - Church Times article documenting our wider work to plant New Worshipping Communities

https://www.staidanscumbria.org/ - St Aidan's Cumbria – one of our first church plants, St Aidan's is intended to become a rural church plant network, supporting the successive church plants across rural Cumbria. Currently meeting on Sunday afternoons, St Aidan's was planted just 11 months ago and has quickly established itself as a dynamic, multi-generational outwork looking missional presence in the region.

# **Appendix 2 -** Key relationships & partners (local, regional, national)

The Church Planting Lead role is an exciting opportunity working with local lay and ordained leaders to develop plants and revitalisations (initially in three key contexts) to strengthen our confidence, readiness and understanding as a Diocese through partnering with regional and national partners and developing engagement of our churches and mission communities beyond the pilot cohort, as we prepare for and design subsequent phases of planting.


Energising planting
Rural lead
St Aidan's
2027 plant
Myriad
National partners
CCX
Regional
F in North
Multiply
Carlisle
St Luke's
St James
St Eliz, Jns & H
Diocese
Encouraging
Partners
Congregations
Leaders
Barrow
Planting & Ev
Enabling
St M & St G's
3 projects
St James team
2 projects
St Aidan's
2 projects
1 project
2 projects
2 projects
1
1
1
1
1
1